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24 JUN 1980

MEMORANDUM FOR: Deputy Director for Administration

FROM:

[REDACTED]
Chief, Career Training Staff

SUBJECT: Career Training Staff Use of PATB Results

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1. One of the most valuable instruments in reviewing Career Trainee applicant files and in conducting applicant interviews are the results of the PATB test. These results enable the Career Training Staff to gain insight into the overall intellectual abilities of the applicant and, when compared with the academic transcript, provide a good basis for judging how hard the applicant worked in college and how effectively his intellectual abilities have been used. For example, an individual with high test results and a poor academic performance may not have applied himself or herself very well during college. On the other hand, an individual who tests in the mid range and makes Phi Beta Kappa is probably a person who works hard and is getting maximum mileage out of his or her abilities. Finally, if a person tests high and turns in an impressive academic performance, it is clear that we are dealing with an intellectually talented individual.

2. During the period that PATB field testing was suspended, there appears to have been a clear relationship between our putting more files into process with fewer EODs. Therefore, we feel that it is important that these tests continue to be conducted in the field to give the CT Staff the necessary input to do thorough file reviews and to prepare for intensive, comprehensive interviews.

3. We are not persuaded that the test battery contains a significant bias against minorities. We often hear the argument that certain words are common to the black culture and, conversely, certain words in the white community are unfamiliar to blacks. We question that such examples would be sufficient to skew the test results, and further believe that even if this were the case, the individual would not be a promising CT prospect. Certain blacks do very well on this test, just as certain whites do and others do not.

4. During field testing the primary measurements are intellectual abilities and language aptitude which are of primary importance to us. This is the so-called PATB I. During PATB II, which is administered here in Washington, personality data is gathered and the applicant receives a test on contemporary world affairs. Of less immediate use to us is the testing on computational skills and the ability to read graphs and charts. We place heavy weight, however, on the results of both the language aptitude and the international affairs tests. The other personality

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data and vocational interests are more of concern to the Psychological Services Staff as they conduct intensive assessments of our applicants.

5. To summarize, the PATB test results are valuable tools for conducting effective CT file reviews and in organizing our in-depth interviews. This was brought home to all of us during the period when these results were not available to us because of the suspension of field testing.

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